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ABSTRACT

In its nearly 30 years, the Center for Creative Leadership has worked with many thousands of managers and created models, tools, and programs for the development of effective leaders. Some of the lessons learned and some of the ways individuals can enhance their leadership skills are presented here. The handbook is organized into four major sections. The first is the introductory chapter, in which the editors summarize their view of leadership development. Part 1 focuses on specific developmental experiences, so as to convey the core of knowledge about methods of leadership development. This section describes a particular type of developmental experience, offering details on 360-degree feedback, feedback-intensive leadership development programs, a skill-based training program, job assignments, developmental relationships, and hardships. Part 2, which looks more closely at the leadership-development process, highlights how organizations can take a systemic approach to leadership development, looks at what the individual brings to the development process, and provides insights on how to evaluate the impact of leadership-development initiatives in organizations. The final part examines issues in leadership development, drawing on a broad array of research and applications to explore intercultural issues, global organizations, and leadership development. (Contains a name index, a subject index, and approximately 255 references.) (RJM)

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